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9/90

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990, through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	52	1098	$25608	$25975	$28200	$26220	$23220	568	5438	$25876	$26391	$28500	$26000	$23000
BUSINESS ADMIN (INCL MGMT	14	611	20921	23965	*	*	*	158	1874	22283	23529	27600	22000	18000
DISTRIBUTION MANAGEMENT	1	35	15000	24458	*	*	*	6	108	18583	25079	*	*	*
ECONOM & FINANCE (BANKING	12	590	23433	25266	*	*	*	166	2472	24350	25184	28500	25004	18500
HOTEL/RESTAURANT MGMT.	3	89	22001	20484	*	*	*	22	209	20255	20752	23000	20002	18000
HUMAN RSRCS (incl LABOR R	+	36	+	22885				5	140	21100	23101	*	*	*
MANAGEMENT INFO SYSTEMS	10	124	27740	27176	*	*	*	110	599	27079	27428	30600	27600	24000
MARKETING/MARK MGMT (RESR	11	443	22615	23874	*	*	*	183	1979	22587	23543	27600	22500	18000
REAL ESTATE	+	5	+	25259				1	29	20600	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	1	39	15000	20981	*	*	*	1	104	15000	20742	*	*	*
COMMUNICATIONS	+	102	+	21271				7	366	23443	21002	*	*	*
JOURNALISM	+	31	+	21096				10	134	18400	19488	*	*	*
TELECOMMUN/BROADCASTING	1	8	20000	19892	*	*	*	3	73	16667	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	13	224	19959	18689	*	*	*	78	598	19579	18974	21996	19711	16992
PRE-ELEMENTARY EDUCATION	2	12	18500	18356	*	*	*	2	39	18500	17507	*	*	*
PHYSICAL EDUCATION	1	23	19000	20918	*	*	*	9	67	19149	19904	*	*	*
SPECIAL EDUCATION	2	37	20500	21843	*	*	*	10	123	19130	20433	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				4	20	18750	19383	*	*	*
TEXTILES & CLOTHING	+	11	+	18823				4	144	22375	20662	*	*	*
MERCHANDISING MANAGEMENT	+	41	+	19113				3	94	17667	19496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	38	16000	24058	*	*	*	3	76	21168	23607	*	*	*
LETTERS (incl English, Li	1	105	22900	22533	*	*	*	4	262	25149	21566	*	*	*
VISUAL & PERFORMING ARTS	1	51	12000	20757	*	*	*	18	119	20051	20588	*	*	*
HUMANITIES - OTHER	8	61	20725	22453	*	*	*	11	165	20609	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				+	57	+	20745			
HISTORY	1	65	18000	22860	*	*	*	5	125	19387	22715	*	*	*
POLITICAL SCIENCE/GOVT	1	115	21300	23681	*	*	*	8	265	20713	23677	*	*	*
PSYCHOLOGY	+	116	+	21024				14	299	22341	20688	*	*	*
SOCIOLOGY	+	38	+	20113				2	82	23000	20134	*	*	*
SOCIAL SCIENCES-OTHER	+	107	+	20976				2	230	19000	21627	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	20	68	30389	30688	34000	30786	27500	122	346	30149	30509	33000	30780	26252
AGRICULTURAL	+	6	+	30458				14	59	28327	30127	*	*	*
ARCHITECTURAL	6	16	31100	28110	*	*	*	42	73	30302	28916	34200	30000	27000
BIOENGINEERING & BIOMEDIC	+	5	+	25698				9	52	29777	30052	*	*	*
CHEMICAL	39	417	36870	35296	39600	37000	34600	448	2290	35082	35122	37320	35500	31500
CIVIL	12	276	28532	28533	*	*	*	184	1422	28793	28136	33500	28500	24000
COMPUTER	9	108	31028	32343	*	*	*	44	439	31047	31490	33000	31350	28800
ELECTRICAL/ELECTRONIC	54	905	31845	31665	34500	32125	28000	468	3529	31989	31778	34900	32000	29400

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	12	140	$30440	30013	*	*	*	82	995	$29976	30525	$32500	$30114	$27500
MECHANICAL	77	792	32397	31703	$36480	$32900	$28000	486	3587	32753	32064	37200	33000	28000
METALLURGICAL	+	44	+	31589				7	205	33085	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				+	44	+	29383			
NUCLEAR	+	20	+	33302				+	55	+	31750			
PETROLEUM	10	20	35535	33504	*	*	*	80	158	35647	35202	39600	36378	28800
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	69	184	30865	29990	35700	31222	26000	158	483	29381	29318	34500	29560	24000
INDUSTRIAL TECHNOLOGY	+	53	+	30058				3	116	31760	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21448				18	123	22557	21834	*	*	*
ANIMAL SCIENCES	2	13	21500	21436	*	*	*	10	55	19407	19719	*	*	*
PLANT SCIENCES	+	4	+	19125				15	32	21631	21176	*	*	*
NATURAL RESOURCES	1	8	16305	20032	*	*	*	5	24	19101	19058	*	*	*
OTHER AGRICULTURAL SCIENC	+	7	+	26829				3	56	21664	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	21	362	26817	30012	32000	28000	20195	106	1382	29009	29804	33000	29500	24000
COMPUTER PROGRAMMING	+	16	+	26526				5	86	26500	28223	*	*	*
INFORMATION SCIENCES & SY	+	112	+	29147				82	457	27832	28631	30840	27550	25000
SYSTEMS ANALYSIS	+	3	+	25669				+	17	+	30556			
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				3	137	18133	27436	*	*	*
HEALTH SCIENCES	1	12	22000	21561	*	*	*	7	40	22143	20827	*	*	*
NURSING	+	126	+	28330				+	246	+	28270			
PHARMACY	+	47	+	36811				+	86	+	36728			
SCIENCES														
ACTUARIAL	+	14	+	30757				19	78	19854	28267	*	*	*
ARCHITECTURAL & ENVIRONME	+	27	+	24947				44	106	25156	25125	29400	27000	18000
BIOLOGICAL	1	46	21000	22283	*	*	*	7	108	18540	21800	*	*	*
CHEMISTRY	+	45	+	25753				14	152	29955	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	30000	25200	*	*	*	11	29	25658	23463	*	*	*
MATHEMATICS	4	103	26950	27883	*	*	*	32	357	27249	27032	32000	29100	20800
PHYSICS	+	16	+	28179				6	58	27432	29157	*	*	*
OTHER PHYSICAL & EARTH SC	1	9	18000	21009	*	*	*	2	18	18000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	476	8407						3953	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	38	779	$26611	$26347	$28500	$27000	$24500	380	4114	$26188	$26824	$28600	$26004	$24000
ACCOUNTING (PRIVATE)	10	365	25116	25293	*	*	*	184	1486	25197	25273	28500	25700	20195
COMMERCIAL BANKING (CNSMR	2	54	16800	23914	*	*	*	11	279	23010	21915	*	*	*
COMMERCIAL BANKING (LENDG	+	37	+	25302				20	302	24760	24171	26000	25004	23000
INVESTMT BANKING (CORP FN	+	44	+	29555				3	124	25333	29065	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24335				2	19	20669	26534	*	*	*
INVESTMT BANKG (REAL EST)	+	5	+	25525				5	19	22798	25358	*	*	*
INVESTMT BANKG (SALES & T	+	8	+	22662				4	36	25248	23226	*	*	*
FINANCIAL/TREASURY AHALYS	5	190	23700	25976	*	*	*	39	774	24967	26692	30000	25000	20800
PORTFOLIO MGMT/BROKERAGE	1	18	25000	22394	*	*	*	5	90	22800	23430	*	*	*
UNDERWRITING	8	55	27753	25135	*	*	*	20	212	23127	24012	28000	22160	18000
INSURANCE - CLAIMS	3	75	24000	21879	*	*	*	17	191	23207	22456	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	14	14000	18098	*	*	*	7	39	16983	20370	*	*	*
MEDIA PLANNING	+	10	+	18548				+	31	+	19795			
REPORTING	+	9	+	16444				4	30	16952	16517	*	*	*
PRODUCTION	+	14	+	24200				1	67	18000	25338	*	*	*
PUBLIC RELATIONS	+	38	+	20413				9	114	20026	20322	*	*	*
WRITING / EDITING	+	47	+	21822				6	112	18417	19972	*	*	*
MARKETING														
ADVERTISING	1	40	20000	23681	*	*	*	5	104	18500	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	1	68	25000	26393	*	*	*	36	276	25233	25442	30000	24900	20000
BUYER/MERCHANDISING	3	94	21733	23302	*	*	*	31	551	22351	23021	27492	23000	19000
DISTRIBUTION	+	40	+	26430				11	158	23590	26152	*	*	*
MARKET RESEARCH	+	59	+	24320				11	135	25871	25128	*	*	*
PURCHASING	+	15	+	25413				5	69	24386	24204	*	*	*
SALES	12	588	24734	24475	*	*	*	139	2171	24545	24719	32000	24000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	24	+	21392				5	62	21346	21236	*	*	*
FINANC,TAXA, MONETARY POL	1	33	20772	23768	*	*	*	6	102	22379	23017	*	*	*
ECONOMIC PROGRAMS	+	12	+	21721				+	28	+	24373			
LAW ENFORCEMENT	1	34	26000	22336	*	*	*	1	67	26000	24037	*	*	*
MILITARY	+	35	+	22925				30	133	21011	22375	25500	21000	16308
NATIONAL SECURITY	+	6	+	22133				+	15	+	24459			
URBAN / REGIONAL PLANNING	+	16	+	21773				4	33	24799	23546	*	*	*
ENGINEERING														
BIOENGINEERING	+	46	+	33374				10	107	27624	33193	*	*	*
DESIGN / CONSTRUCT	75	475	31727	30675	36480	32000	26000	415	2007	31157	30096	35400	31500	25500
ENVIRONMENTAL/SANITATION	5	55	30120	29174	*	*	*	43	261	29084	29334	34992	29500	23700
MANUFACTURING/INDUSTRIAL	24	526	30738	31724	34000	31025	28000	188	2160	32397	31948	36700	32500	27696
SYSTEMS / PROGRAMMING	12	88	30846	31039	*	*	*	103	460	30699	31078	33600	31000	27560
POWER SYSTEMS	7	95	31837	31662	*	*	*	62	486	31671	31720	34200	31950	29420
SOFTWARE DESIGN & DEVELOP	4	156	27915	32064	*	*	*	52	503	31200	31802	33600	31500	28800
HARDWARE DESIGN & DEVELOP	11	123	31781	31853	*	*	*	51	417	31935	32303	34200	32100	29500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	8	111	$33463	$32109	*	*	*	106	689	$32313	$32283	$36700	$32400	$26256
TESTING	13	55	32010	29755	*	*	*	72	298	30826	30205	34000	31750	26200
PROCESS ENGINEERING	27	279	36206	35339	$39000	$36500	$32760	385	1669	35101	35045	37320	35500	32400
PROJECT ENGINEERING	25	253	33034	31818	37000	34300	28000	189	1383	32776	32130	37500	33000	27000
OTHER ENGINEERING	59	718	32787	31291	37500	32200	29400	409	2835	31733	31333	37200	31500	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	7	18000	19788	*	*	*	5	38	19680	22109	*	*	*
INDUSTRIAL HYGIENE	18	22	31533	29409	*	*	*	18	23	31533	28826	*	*	*
MEDICAL TECHNOLOGY	+	14	+	25269				5	40	22800	23950	*	*	*
NURSES / PERSONAL CARE	+	126	+	28425				2	246	37500	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				+	28	+	25644			
PHARMACIST	+	42	+	36674				+	68	+	37466			
PHYSICAL THERAPY	+	18	+	29180				+	60	+	29309			
RESPIRATORY THERAPY	+	3	+	23200				1	11	29950	25030	*	*	*
OTHER HEALTH RELATED	+	50	+	22964				9	106	19074	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	19	22000	22583	*	*	*	2	56	22400	19827	*	*	*
COUNSELING	+	46	+	16385				2	102	17500	16658	*	*	*
FUNDRAISING / DEVELOPMENT	+	19	+	17893				1	35	28500	16930	*	*	*
SOCIAL WORK	+	40	+	16994				+	82	+	17313			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	11	288	29056	28696	*	*	*	173	1232	28341	28589	31992	28800	24000
INFORMATION SYSTEMS	8	135	27013	28913	*	*	*	33	608	27895	28262	32000	27500	25000
SYSTEMS ANALYSIS & DESIGN	10	201	26500	29333	*	*	*	99	689	28303	29539	32004	28200	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	30740				+	123	+	30222			
AGRICULTURE/NAT'L RESOURC	3	32	17768	19888	*	*	*	23	162	18799	20122	23000	18000	16000
ARCHITECTURE	+	12	+	22980				9	35	22106	21993	*	*	*
CONSULTING	14	229	28709	28351	*	*	*	97	987	27457	28679	31800	27492	24996
HUMAN RESRCS /INDUS RELS	1	49	12000	22568	*	*	*	11	172	20320	23233	*	*	*
MANAGEMENT TRAINEE	21	723	21557	22257	24000	21300	18000	242	2459	21332	22269	26900	20802	18000
MATH/STATISTICIANS	3	20	28732	26909	*	*	*	3	49	28732	25451	*	*	*
PARALEGAL	+	31	+	22006				2	61	16720	20908	*	*	*
RESEARCHERS NON-TECHNICAL	+	16	+	25456				13	47	21810	22480	*	*	*
RESEARCHERS - TECHNICAL	+	27	+	28073				6	80	29530	27896	*	*	*
TEACHING	26	392	19714	19634	22900	20500	17000	111	1027	19608	19353	22000	19992	16350
TOTALS	476	8407						3953	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	83	$28300	$29484	*	*	*	120	365	$30497	$29647	$34500	$30000	$25300
MBA--NON-TECH	6	228	28317	36009	*	*	*	34	798	30545	36175	37500	30000	25200
MBA--TECH	+	49	+	36349				12	174	35497	37737	*	*	*
MS-BUSINESS	+	3	+	27753				2	58	33100	34347	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	31	+	32530				8	246	33713	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	2	15	23750	30646	*	*	*	3	72	32167	31487	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	29700				12	49	34444	33739	*	*	*
MARKETING/MKTNG MGT (RESE	+	11	+	32109				6	90	33458	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	+	9	+	29422				+	17	+	27602			
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	24987				7	30	24714	25698	*	*	*
ELEMENTARY EDUCATION	+	12	+	24005				1	36	16000	22893	*	*	*
PHYSICAL EDUCATION	1	5	28000	23598	*	*	*	5	11	34419	27508	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	10	+	24141				2	37	21000	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	22700	24350	*	*	*
LETTERS	+	5	+	24920				+	9	+	22400			
VISUAL & PERFORMING ARTS	+	2	+	27802				1	9	21000	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				2	47	33594	24169	*	*	*
SOCIOLOGY	+	+	+	+				2	3	22000	20500	*	*	*
SOCIAL SCIENCES - OTHER	+	17	+	27713				+	26	+	26536			

continued

SWPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	5	28	$39454	$37713	*	*	*	22	86	$36889	$36114	$40020	$35890	$34000
AGRICULTURAL	+	2	+	41448				1	8	40000	37700	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	4	30000	36500	*	*	*
CHEMICAL	1	19	36840	36512	*	*	*	12	152	37303	37862	*	*	*
CIVIL	+	50	+	32770				47	242	32806	32366	37200	32400	28000
COMPUTER	1	24	38460	37496	*	*	*	6	55	35096	35748	*	*	*
ELECTRICAL/ELECTRONIC	9	114	38889	37907	*	*	*	59	405	38188	37526	43200	38400	35000
INDUSTRIAL	+	17	+	33031				8	87	34211	35362	*	*	*
MECHANICAL	15	98	35483	35346	*	*	*	56	346	37102	36506	40800	37090	33000
METALLURGICAL	+	9	+	36878				3	38	36100	36792	*	*	*
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				4	19	33693	36728	*	*	*
PETROLEUM	+	3	+	41400				18	29	38710	38412	*	*	*
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				+	13	+	25696			
HEALTH SCIENCES	+	+	+	+				5	9	17440	20402	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				1	13	14400	22839	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	23885				3	11	25932	26905	*	*	*
BIOLOGICAL	+	5	+	22360				4	13	33861	27279	*	*	*
CHEMISTRY	+	2	+	36660				1	23	32760	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	99	32167	37175	*	*	*	11	266	34302	36849	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	3	10	37367	34086	*	*	*	27	63	35289	33644	38400	37200	28692
MATHEMATICS (INCL ACTUARI	1	13	16800	29390	*	*	*	1	45	16800	30069	*	*	*
PHYSICS	+	1	+	41600				3	12	31264	31480	*	*	*
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	51	1026						511	4048					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	81	$33000	$39595	*	*	*	3	397	$39667	$43310	*	*	*
MBA--TECH	+	19	+	47446				2	115	32100	48191	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	64	+	40320				4	453	37650	45683	*	*	*
MBA--TECH	+	46	+	46161				2	234	41300	50355	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	66	+	43515				1	341	28000	45883	*	*	*
MBA--TECH	+	49	+	46586				+	171	+	51452			
TOTALS	1	325						12	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	17	+	$55606				1	25	$42000	54788	*	*	*
ECONOMICS	+	+	+	+				1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				4	43	38886	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	+	7	+	35857				2	13	22500	34154	*	*	*
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	+	5	+	37800				+	10	+	34200			
ENGINEERING														
AEROSPACE	1	2	$60000	56000	*	*	*	2	6	55000	48932	*	*	*
CHEMICAL	2	45	54246	50392	*	*	*	51	177	51788	50524	$53040	$52000	$50000
CIVIL	+	11	+	45177				1	20	37200	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	13	51	52762	53315	*	*	*	27	84	53230	53147	58000	54000	43000
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	15	+	51853				3	40	48293	49887	*	*	*
METALLURGICAL	+	12	+	46867				+	30	+	47296			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				5	16	38698	38912	*	*	*
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	+	40	+	45258				5	145	39922	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				7	14	34171	38028	*	*	*
MATHEMATICS	+	5	+	48704				+	11	+	42775			
PHYSICS	+	6	+	41717				+	17	+	41486			
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	16	261						109	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26242 352 33996/24000	25200 1		21714 7	24500 1	27720 1	24000 1	27500 5	
BUSINESS ADMIN (INCL MGMT	23875 4			24667 3	24000 1	26479 6	25175 4	24193 10	
ECONOM & FINANCE (BANKING	26094 14			25185 35 32000/24000	29000 3	25611 5	23250 2	26154 13	
HUMAN RSRCS (incl LABOR R						25000 1			
MANAGEMENT INFO SYSTEMS	30000 3			27500 1		26908 3	26892 14	26930 7	
MARKETING/MARK MGMT (RESR	15996 1	17000 1			24998 2	24000 1	20799 5	25248 2	
JOURNALISM						17000 5	18000 1		
TELECOMMUN/BROADCASTING		20000 1							
ELEMENTARY EDUCATION						18000 1			
LETTERS (incl English, Li				32000 1			26400 1		
VISUAL & PERFORMING ARTS		12000 1				17592 1			
HUMANITIES - OTHER				21600 1	18000 1				
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL								30600 5	
AGRICULTURAL								24996 2	
ARCHITECTURAL			28500 2					27200 6	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								33437 13	
CIVIL								28831 27 38000/26000	28590 18
COMPUTER					31500 1	29400 1	30979 5	28000 1	
ELECTRICAL/ELECTRONIC	31000 2					31773 9	33603 4	30706 16	32000 1
INDUSTRIAL						31500 3		29963 7	28900 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MECHANICAL							33600 1	30708 32 48000/28500	31978 9
ENGINEERING TECHNOLOGY						24000 2	27000 1	29250 2	27840 5
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	30000 2				32000 1	30944 9	30333 6	29756 8	
INFORMATION SCIENCES & SY	30688 4			26000 1		28998 10	27660 5	28667 3	
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1		28600 1	
BIOLOGICAL									21000 1
GEOLOGY & GEOLOGICAL SCI									19200 1
MATHEMATICS	32000 2			19200 1		27137 5	26850 2	23664 3	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25067 3		23825 4	21333 3		19117 11			15000 1
BUSINESS ADMIN (INCL MGMT	14000 1	21499 6	20363 11	22857 14	15000 1	19573 43 26500/16500			
DISTRIBUTION MANAGEMENT						20333 3			
ECONOM & FINANCE (BANKING	22623 13	22899 6	15704 1	23425 6		21659 15			
HOTEL/RESTAURANT MGMT.		21643 7	19431 13			21500 1			
HUMAN RSRCS (incl LABOR R			20500 1			11000 1			
MANAGEMENT INFO SYSTEMS		25000 2		14100 2		25457 6			
MARKETING/MARK MGMT (RESR	28467 3	21450 4	19060 5	21063 13	20000 1	20759 60 30000/17500	42000 1		18000 1
ADVERTISING						15000 1			
COMMUNICATIONS		22000 2	18500 1			22000 1			
JOURNALISM									22500 2
TELECOMMUN/BROADCASTING						18000 1			12000 1
ELEMENTARY EDUCATION						25000 1			
PHYSICAL EDUCATION		21000 1							
HUMAN ECOLOGY (HOME ECONO						20333 3			
TEXTILES & CLOTHING						22375 4			
MERCHANDISING MANAGEMENT						17667 3			
LETTERS (incl English, Li						19296 1			
VISUAL & PERFORMING ARTS	17100 1		22496 2			22749 4			
HUMANITIES - OTHER				25500 2		23000 1	12000 1		
HISTORY			13440 1	22500 1		24000 1			
POLITICAL SCIENCE/GOVT						19433 3			
PSYCHOLOGY		21000 1	20400 1	25500 1		21395 5	18000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY		21000 1							
SOCIAL SCIENCES-OTHER		21000 1							
AGRICULTURAL						29004 2			
COMPUTER				24996 1					
INDUSTRIAL				29935 3					
MECHANICAL				31800 1					
ENGINEERING TECHNOLOGY		30000 1		29859 10					
AGRIBUSINESS		21000 4				20550 2			
COMPUTER SCIENCE				20402 2		24000 1			
INFORMATION SCIENCES & SY	27167 3			29000 1		27463 8			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			
PHYSICS		22000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING		19500 1	25000 1	24832 9	21000 1	21818 8	22596 10	37500 2	
BUSINESS ADMIN (INCL MGMT			19800 2	22383 4	16000 2	21013 8			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4		17400 2		38400 1	19487 8	23500 2	18000 1	19500 1
HUMAN RSRCS (incl LABOR R						31000 1			
MANAGEMENT INFO SYSTEMS		23796 1	24801 7	28699 3		21201 4			
MARKETING/MARK MGMT (RESR	26500 1		21996 1	21996 1	21502 2	19966 6			19200 1
REAL ESTATE	20600 1								
COMMUNICATIONS				25000 2					
JOURNALISM					18996 1	17000 1			
ELEMENTARY EDUCATION					19488 74 33425/16992				
PRE-ELEMENTARY EDUCATION					18500 2				
PHYSICAL EDUCATION					18724 6		21000 1		
SPECIAL EDUCATION					19130 10				
HUMAN ECOLOGY (HOME ECONO									14000 1
FOREIGN LANGUAGES					16000 1	23752 2			
LETTERS (incl English, Li					22900 1				
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER					20600 2	19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1		24000 1			30000 1	
AEROSPACE & AERONAUTICAL			33000 1			25729 18	26500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1	36200 1	28222 11	23700 1		
CIVIL			30719 10	29583 7		23259 10	25054 26 33180/22582		
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		32233 9		31396 43 34020/30996		28183 25 33500/25000			
INDUSTRIAL		31800 1		29544 5		27101 7			
MECHANICAL		26000 2		31608 17		23936 20 30624/20463	27000 1		
METALLURGICAL						26252 1			
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY		29196 1		23048 3			24667 3		
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES		20000 1							17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						18503 2			
OTHER AGRICULTURAL SCIENC					24000 1		18000 1		
COMPUTER SCIENCE		29100 1	24600 3	29086 7	22000 2	23987 4	16000 1	17500 1	17280 1
COMPUTER PROGRAMMING			25000 2			26250 2			
INFORMATION SCIENCES & SY			24962 13	28200 3					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22143 7	
ACTUARIAL					23496 1	18696 2	18996 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL					21000 1		12996 1		
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		20867 3	20800 1			
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC							18000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				27033 6
BUSINESS ADMIN (INCL MGMT					24750 2		16000 1	18500 1	26400 1
ECONOM & FINANCE (BANKING					24000 1		18000 1		
MANAGEMENT INFO SYSTEMS				24000 2	26000 2	24804 1		29000 1	
MARKETING/MARK MGMT (RESR		18500 1			24000 1	24492 1	22068 2		25332 3
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
SOCIAL SCIENCES-OTHER				17000 1					
AEROSPACE & AERONAUTICAL					30838 86 37992/28200		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								30288 24 35580/27600	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL				25700 1	34200 1			34200 1	35204 196 39000/33960
CIVIL					25777 4	26000 1	28800 1	29301 22 34200/27300	32280 3
COMPUTER					31267 6				32600 2
ELECTRICAL/ELECTRONIC					31517 51 38952/28500		32892 5	32733 7	34471 23 36600/33360
INDUSTRIAL					29945 22 36000/27700		32500 1		30750 4
MECHANICAL					30117 63 33600/27600	30492 1	31251 13	31514 10	34628 60 46200/32700
METALLURGICAL							33000 1		34020 2
ENGINEERING TECHNOLOGY					30921 15	27996 1		29100 17	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					29695 7				29475 4
INFORMATION SCIENCES & SY					26789 9				
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27181 25 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27000 1	26400 2						21396 3	26806 85 32640/25200
BUSINESS ADMIN (INCL MGMT	22000 2		24332 6					17500 1	26662 13
ECONOM & FINANCE (BANKING	26118 2	24967 3	23000 1	25750 2			25000 1		26482 19
HUMAN RSRCS (incl LABOR R									18000 1
MANAGEMENT INFO SYSTEMS	27300 2	27032 3							28969 41 31500/27492
MARKETING/MARK MGMT (RESR	23951 4	29004 1	24458 10	24825 8					26562 10
COMMUNICATIONS									29600 1
VISUAL & PERFORMING ARTS			23400 1						23400 1
SOCIOLOGY			25000 1						
AEROSPACE & AERONAUTICAL	33800 3	30500 1							34700 2
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							33000 1
CHEMICAL	36060 1	34637 7	35065 3	35133 3			34307 3	32700 3	35662 169 52800/29220
CIVIL	29500 1	30750 2			28800 1			32400 1	31843 42 37200/27888
COMPUTER	31825 9	31064 3							31314 7
ELECTRICAL/ELECTRONIC	32469 82 39000/30600	32048 113 36900/30240	32000 6		32467 3			33950 6	33771 39 37200/30000
INDUSTRIAL		30600 1	30698 4		29475 4		30600 1		32393 8
MECHANICAL	32123 9	318[illegible] 15	35811 16	33320 3	31099 5		34400 3	33660 5	34844 171 52049/30600
METALLURGICAL				34000 1	32000 1				38300 1
PETROLEUM									35758 78 52500/28800
ENGINEERING TECHNOLOGY	26686 4	28484 12			31500 2	32004 1		29783 6	31504 36 38400/29000
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AGRIBUSINESS			26700 2						28650 2
ANIMAL SCIENCES			20000 1				24000 1		
PLANT SCIENCES								18246 2	
NATURAL RESOURCES							17500 1	20500 2	
COMPUTER SCIENCE	30769 7	30771 7							30220 31 36000/28800
INFORMATION SCIENCES & SY	30175 4		30100 1						29523 12
ACTUARIAL									24000 1
ARCHITECTURAL & ENVIRONME									30102 2
BIOLOGICAL								15288 1	
CHEMISTRY			28704 1						32595 4
GEOLOGY & GEOLOGICAL SCI									27252 3
MATHEMATICS	30208 3								31400 4
PHYSICS	30204 1								32000 1
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			18000 1			24996 2	25910 45 33000/23500
BUSINESS ADMIN (INCL MGMT						25000 1	26330 10
DISTRIBUTION MANAGEMENT							15000 1
ECONOM & FINANCE (BANKING						25200 1	22999 3
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		27987 4
MARKETING/MARK MGMT (RESR	16000 2		23750 1	28000 1	20149 4	24378 4	26161 18
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
HUMANITIES - OTHER							20000 2
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL	35900 1	36000 1	33500 1			35123 11	36000 1
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			30699 10			31959 5	29534 9
INDUSTRIAL			30864 2			32004 1	27800 5
MECHANICAL		34800 1	31088 8	33000 1	32448 2	33169 10	31571 7
PETROLEUM			38000 1				
ENGINEERING TECHNOLOGY		25200 1	27041 12		18996 1	29470 7	30270 12
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							17500 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 6/4/90 Th... 8/9/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
PLANT SCIENCES						33000 1	
COMPUTER SCIENCE							29000 1
COMPUTER PROGRAMMING			30000 1				
INFORMATION SCIENCES & SY			28200 1			28500 2	24250 2
ACTUARIAL						30996 2	15498 2
ARCHITECTURAL & ENVIRONME						28800 1	22500 2
CHEMISTRY							25500 2
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26214 374 33996/24000	18550 4		24762 48 32000/18500	25437 8	23540 24 34236/16500	24860 28 28800/20000	25726 39 33000/24492	
BACHELOR - TECHNICAL	30875 10	18498 2	21275 6	22600 2	31750 2	29560 40 40500/24480	30163 24 36996/27000	29924 129 48000/26000	28961 38 36000/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23134 21 40000/18000	21990 31 30996/20000	20018 40 27999/18000	22037 42 30000/18000	17500 2	20560 169 30000/17500	24000 3		18000 5
BACHELOR - TECHNICAL	26624 4	21905 10		28611 18		25332 16			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24765 6	21648 2	22500 14	24795 19	19493 110 38400/16200	21012 45 31000/17000	22283 14	30750 4	17567 3
BACHELOR - TECHNICAL	18000 1	30013 18	27083 30 52803/24000	30246 93 34200/27000	23029 10	25728 112 37200/20500	23819 42 33180/18492	21250 10	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		18500 1	18000 1	21667 3	25129 7	24648 2	19534 4	25633 3	26460 10
BACHELOR - TECHNICAL	22998 2			18780 5	30485 273 38952/27588	22310 17	31538 22 36000/28800	29474 106 39800/25000	34650 304 48000/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24876 11	26422 9	24315 19	25010 10			25000 1	20422 4	27208 171 32640/25000
BACHELOR - TECHNICAL	32005 124 39996/29496	31775 162 42700/29448	32480 42 43836/28800	34194 7	30912 16	32004 1	30913 9	29332 27 37500/18000	34195 642 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16000 2		20875 2	28000 1	21519 5	24713 8	25376 88 42000/20000
BACHELOR - TECHNICAL	35900 1	32000 3	29531 42 39996/24300	33000 1	27964 3	31826 52 39600/27996	27635 47 38000/18000

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	27500 2			30500 6		35350 2	31000 1		
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1	16000 1	25000 2			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1			39900 1					30957 14
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	25200 1
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26228 358 33996/24000	25350 164 33000/20384	12000 1	26000 2					25118 5
BUSINESS ADMIN (INCL MGMT	22600 3	23000 1	24000 3			21334 1			28500 2
ECONOM & FINANCE (BANKING	26550 12	24267 16	24585 6	24941 17	25500 2	20004 1	23997 4	25992 1	24912 27 30000/21000
MANAGEMENT INFO SYSTEMS	26801 5	26250 2							27798 2
MARKETING/MARK MGMT (RESR	20698 2				25000 1			25000 1	
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER			21600 1					18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
COMPUTER SCIENCE								32000 1	
MATHEMATICS				19200 1					20800 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		21760 5	23098 5					19900 1	
ECONOM & FINANCE (BANKING	21335 3	23158 2	23412 3						
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR	24998 2	19784 5	22549 6			17000 1		18500 1	
REAL ESTATE		20600 1							
ADVERTISING				15000 1					
JOURNALISM				18996 1		16500 1			17300 5
ELEMENTARY EDUCATION							18000 1		
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS				12000 1				20445 3	
HUMANITIES - OTHER			25500 2	15000 1					
HISTORY			22500 1						
PSYCHOLOGY									24000 1
ENGINEERING TECHNOLOGY		29117 6							
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			18000 1						21654 5
BUSINESS ADMIN (INCL MGMT		24771 7	24000 1	24639 5	24000 4	23579 3	22030 13	17500 1	
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	22100 4	27600 1	15600 1		22917 6	26496 1	26004 1
HOTEL/RESTAURANT MGMT.		18000 1							
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	20167 3	23784 10	21792 12	22799 4	27498 4	28200 1	23493 65 42000/18000	30000 1	
COMMUNICATIONS							21250 2		
JOURNALISM							22500 2	17000 1	
TELECOMMUN/BROADCASTING	16000 2								
ELEMENTARY EDUCATION							25000 1		
HUMAN ECOLOGY (HOME ECONO			20500 2				20000 1		
TEXTILES & CLOTHING			24000 3						
MERCHANDISING MANAGEMENT			16500 2						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER		25000 1	23000 1						
HISTORY							24000 1		
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
SOCIOLOGY							25000 1		
AEROSPACE & AERONAUTICAL							30500 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							

AVERAGE SALARY OFFERS SEPTEMBER-1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
CIVIL							30996 1		
COMPUTER					27996 1				
ELECTRICAL/ELECTRONIC							32967 3		
INDUSTRIAL							26400 1		
MECHANICAL							32675 4		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
COMPUTER SCIENCE							32460 1		
ACTUARIAL		24000 2					28096 3		
ARCHITECTURAL & ENVIRONME							19992 1		
BIOLOGICAL							18996 1		
CHEMISTRY							24000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						25000 1
ECONOM & FINANCE (BANKING		26000 1	18079 5						
HUMAN RSRCS (incl LABOR R					31000 1				
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3		20195 1				
PHYSICAL EDUCATION			21000 1						
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				30154 29 34700/26400		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30383 41 35580/27000		
BIOENGINEERING & BIOMEDIC						31173 4			
CHEMICAL							36530 10	32452 10	35017 31 39120/33600
CIVIL			22664 3			25010 5	28891 100 38000/24440	27918 24 37200/23700	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32692 56 39000/30600	35400 1	32596 24 37200/31000
INDUSTRIAL									29177 39 37200/27500
MECHANICAL			21604 3				32313 141 42700/28200	28500 1	33096 61 42000/28800
PETROLEUM							34281 13		38117 10
ENGINEERING TECHNOLOGY							29135 17	31700 3	29676 13
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
PLANT SCIENCES								34992 1	
NATURAL RESOURCES			20700 1						
COMPUTER SCIENCE							35000 1		
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
BIOLOGICAL								21000 1	
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27360 2								
BUSINESS ADMIN (INCL MGMT			26000 1						
MANAGEMENT INFO SYSTEMS	28200 2								
AEROSPACE & AERONAUTICAL	30422 15	31948 2	31824 10	28500 2	28707 14	29834 20 34000/21201	38400 1	30042 4	30434 19
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37106 21 51600/34500	33545 4	35449 320 52200/33720	28515 20 35640/25520	35043 28 41000/28800
CIVIL	34400 1	32000 1				25900 2	30167 3	30362 4	29685 35 52803/25992
COMPUTER	30965 7		31674 4	30600 1					30963 8
ELECTRICAL/ELECTRONIC	32267 41 38952/30804	32098 47 36000/30000	31756 27 35100/30160	32122 41 35000/30000	31718 38 37500/28500	31546 24 38400/28000	32519 14	31816 39 36000/29130	31687 98 36600/29496
INDUSTRIAL		29700 1			32004 1	31200 1		32382 6	30667 24 41220/28500
MECHANICAL	30383 20 33600/27900	31140 7	31520 3	33980 - 5	30864 23 36000/28000	30502 15	34536 27 38400/32100	35214 72 52049/31000	32692 101 44400/27996
METALLURGICAL					35150 2	33533 3			30346 2
PETROLEUM					37002 2		36180 10	35256 16	35345 29 52000/27720
ENGINEERING TECHNOLOGY	29400 1	27855 4	27833 3	27100 2	29400 1	31698 2	29600 2	29809 21 38400/27000	29991 36 37800/24000
COMPUTER SCIENCE	26751 6		28400 2						
COMPUTER PROGRAMMING	26500 5								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27761 12
CHEMISTRY							29075 8		42000 1
GEOLOGY & GEOLOGICAL SCI									29732 3
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1					30000 1	27462 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
ECONOM & FINANCE (BANKING	18000 1								
MARKETING/MARK MGMT (RESR	26000 1								
HUMAN ECOLOGY (HOME ECONO			14000 1						
PSYCHOLOGY									30000 1
ENGINEERING TECHNOLOGY		31533 18							
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
INFORMATION SCIENCES & SY								29950 1	
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					25400 2		26748 2		
BUSINESS ADMIN (INCL MGMT	22800 1		28500 1		27000 5	27650 4	25000 1		
ECONOM & FINANCE (BANKING					28500 1		28933 3		
MANAGEMENT INFO SYSTEMS					27247 36 31500/24000	25513 9	27472 45 30804/24000		
MARKETING/MARK MGMT (RESR					28100 2		28200 1		
COMMUNICATIONS							29600 1		
PHYSICAL EDUCATION		18000 1							
LETTERS (incl English, Li					26400 1				
SOCIAL SCIENCES-OTHER		17000 1							
AGRICULTURAL									21996 1
COMPUTER					30924 16		33060 5		
ELECTRICAL/ELECTRONIC					30252 2	40500 1	27600 1		
ANIMAL SCIENCES									19600 5
PLANT SCIENCES									19664 6
NATURAL RESOURCES									18701 4
COMPUTER SCIENCE					29221 55 33600/25920	26125 4	29426 27 36000/26000		
INFORMATION SCIENCES & SY					27505 48 32000/24000	29020 15	27067 9		
HEALTH SCIENCES	22000 1								
ACTUARIAL									16/18 5
MATHEMATICS					28519 5		27923 4		
OTHER PHYSICAL & EARTH SC									18000 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26560 18		20432 6					
BUSINESS ADMIN (INCL MGMT		25022 9	22485 5	20591 72 34236/16500			18000 1		12000 1
DISTRIBUTION MANAGEMENT				19000 4				18000 1	
ECONOM & FINANCE (BANKING		26431 16		22835 28 32000/18200					38400 1
HOTEL/RESTAURANT MGMT.				20362 21 23500/18000					
HUMAN RSRCS (incl LABOR R			21167 3	11000 1					
MANAGEMENT INFO SYSTEMS		28865 3		28935 3					
MARKETING/MARK MGMT (RESR		25665 3		21039 52 40000/18000		20000 1			
COMMUNICATIONS				23000 4					
TELECOMMUN/BROADCASTING				18000 1					
ELEMENTARY EDUCATION		18400 1							19543 75 33425/16992
PRE-ELEMENTARY EDUCATION									18500 2
PHYSICAL EDUCATION				21000 1					18724 6
SPECIAL EDUCATION									19130 10
TEXTILES & CLOTHING				17500 1					
MERCHANDISING MANAGEMENT				20000 1					
FOREIGN LANGUAGES									16000 1
LETTERS (incl English, Li				25648 2					22900 1
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HUMANITIES - OTHER			12000 1						20600 2
HISTORY		18000 1				13440 1			
POLITICAL SCIENCE/GOVT				19433 3					
PSYCHOLOGY			18000 1	22030 9					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		30250 2							
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		31000 2							
CIVIL	29700 1	27504 1							
ELECTRICAL/ELECTRONIC		29499 7		29200 1				36000 1	
INDUSTRIAL		30060 9							
MECHANICAL		30527 3							
ENGINEERING TECHNOLOGY		31500 1		26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
ANIMAL SCIENCES		20000 1		24000 1					
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		24000 1
COMPUTER SCIENCE		30070 5		29753 2	20195 1				22000 1
INFORMATION SCIENCES & SY		29458 6		25450 3					
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8	18000 1		27504 1			24498 2		
BIOLOGICAL				18596 3					16998 2
CHEMISTRY								33060 3	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5			33000 2				20867 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PHYSICS				22000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26188 380 33996/24000	25197 184 33000/20195	23010 11	25053 19	25333 3	20669 2	23997 4	22997 3	25078 37 30600/21000
BACHELOR - TECHNICAL				19200 1			18000 1	32000 1	22898 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22800 5	20560 14	23207 17	15249 4		16750 2	18000 1	20707 6	18417 6
BACHELOR - TECHNICAL		29117 6		19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18500 5	23787 23 36600/18000	21889 28 28200/18000	23590 11	24621 9	24734 4	23207 98 42000/18000	22749 4	22379 6
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	27745 41 36000/20148	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26000 1	19366 18		25598 2				25000 1
BACHELOR - TECHNICAL			23478 12		24000 2	27624 10	31157 415 52800/25500	29084 43 39600/23700	32436 187 52500/27700

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27780 4		26000 1						
BACHELOR - TECHNICAL	30817 99 38952/27560	31671 62 36000/29420	31302 51 39996/28992	31935 51 38100/29500	32313 106 51600/26256	30826 72 40100/26200	35101 385 52200/32400	32776 189 52049/27000	31733 409 52803/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	22000 2		14000 1	37500 2					30000 1
BACHELOR - TECHNICAL	18133 3	31533 18	25000 4					29950 1	17709 8

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22800 1	17500 2	28500 1		27187 47 31500/24000	26171 13	27535 53 30804/24996		
BACHELOR - TECHNICAL	22000 1				28772 126 34020/24996	29015 20 40500/26000	29189 46 36996/26000		18799 23 25000/16000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26003 51 32000/24996	20320 11	21124 212 40000/18000		16720 2	18000 1	18000 1	19518 103 38400/16350
BACHELOR - TECHNICAL	22106 9	29070 46 33000/27000		22800 30 30655/17496	28732 3		22128 12	31836 5	20762 8